

CSR Purchasing Policy

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Mäder has always been aware of the importance of respecting environment and people and improving our ecological, social and economic footprint. We are convinced that a healthy environment is essential to the smooth running and prosperity of our company. It is our most precious common asset. Faced with the regulatory, political and health contexts we are going through, we are implementing, as part of our E-volve 2025 strategic plan, a transformation plan that focuses on the environmental and social issues at the heart of our concerns.

As part of this transformation plan and assuming the fact that our value chain has an economic, environmental and social impact on all the communities where we operate and on all our stakeholders (*), we defined our main concerns for Sustainable Purchasing at Mäder.

Purchasing at Mäder Group

Purchasing is a key stake to act sustainably on our upstream and downstream value Chain and thus improving our profitability. Mäder Purchasing department is organized by Category of Direct Spend (raw materials and packaging) with accountable Group Purchasing category managers. Indirect Spends are covered with more limited resources and involvement.

Main challenge for Purchasing at Mäder group is its risk of dependency on its suppliers. Purchasing prices directly linked to margin are also key for its sustainable growth.

Sustainable Purchasing Policy at Mäder Group (**)

Significant concern of Mäder Group about its purchasing activities is its global environmental impacts including energy and natural resources consumption.

Carbon Footprint of our Raw Materials and Packaging are definitely strongly driving attention as top priority.

Therefore, and as part of Mäder Group transformation plan, Mäder purchasing sets ambitious strategic objectives in order to cope with these above challenges:

(*) Relevant external stakeholders are World Citizens, employees, customers, suppliers, regulatory authorities, and finance partners.

(**) This policy applies to all suppliers of raw materials and packaging for the sites of the following legal entities: Mäder France, Mäder Composites France, BS Coatings, Mäder Germany GmbH and Walter Mäder AG.

Objective 1: Ensure a responsible behavior of our suppliers

- All suppliers must sign the Mäder Code of Business Conduct that defines minimum standards the Mäder group expect to respect and meet within their own operations. This code of conduct is based on UN Global Compact 17 principles in the areas of Human rights, labor, environment, and anti-corruption.
- Mäder Group has chosen ECOVADIS, a global CSR rating company based on international standards, to conduct individual sustainability performance assessments of supply chain partners who are directly linked to CSR goals with the following targets:
 - o Score coverage supplier assessment
>> more than 95% spend coverage (RM & packaging) suppliers rated in 2025
 - o Global supplier score
>> "TOP suppliers" (*) with a score above 50/100 in 2025
 - o Environment supplier score
>> "TOP suppliers" with an environmental score above 50/100 in 2028
>> 50% of the "TOP suppliers" with an environmental score above 70/100 in 2028

(*) "TOP Suppliers" = Suppliers corresponding to 95% of the spend coverage

Objective 2: Empower sustainable future through our purchasing actions

- Mäder Group Management is intending to commit to Science Based Targets Initiatives (SBTi), a global organization enabling companies to set ambitious emission reduction targets in line with the latest climate science to limit global warming to 1.5°C, as recommended by the IPCC reports.
- Mäder Purchasing team works in cooperation with R&D and sales department and consequently customer, to identify biobased and low carbon emission impact sources to provide sustainable alternatives to conventional raw materials.

Objective 3: Participate to the improvement of Mäder group profitability and consequently its sustainability.

- We work at limiting our supplier dependency through the decrease of single source raw materials and the increasing deployment of our multi-sourcing strategy.
 - o Increase Multi sourcing / Single sourcing ratio
>> +5% multi-sourced raw materials per year
- We continuously work on the rationalization of our raw materials to simplify and optimize our portfolio

Management commits to allocating corresponding resources to comply with the above targets and to ensure continuous improvement in this process.

Mäder group Purchasing team commits to comply with these targets and act consequently. Target realization outcome is regularly checked by CEO according to this policy.

Implementation and follow up of this policy are under responsibility of Mäder Purchasing department in collaboration with CSR department and Group Management. This policy is subject to revision at the latest in 2028 or earlier if any relevant change on CSR purchasing drivers is inducing its revision.



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